



2017 HR Legal Summit

Labor and Employment Law Compliance for Today's HR Professional

TIME	EVENT
7:15-8:00 am	Registration & Networking
8:00-8:15 am	Opening Remarks
8:15-9:15 am	Large Group Presentation Collaborative Partnerships: HR, the Business, and the Law (Brian Pedrow)
9:30-11:00 am	Break-Out Sessions – Round 1 <ol style="list-style-type: none"> 1. Employee Handbooks: Top 10 Tips for Developing an Effective Handbook (Lou Chodoff) 2. Mind Your (Pay) Gap: What Employers Need to Know About Pay Equity (Kelly Kindig) 3. NLRB Update for 2017: Back to the Future? (Dan Johns) 4. Benefits Outlook 2018: What's Hot & What's Not (Brian Pinheiro and Laura P. Heacock)
11:15-12:45 pm	Break-Outs Sessions – Round 2 (Same four sessions as Round 1)
12:45-1:45 pm	Lunch and Exhibitors
1:45-2:00 pm	SHRM Address
2:00-3:00 pm	Keynote Address Show Me the Money: Making Dollars and Sense of Your Financial Impact (LaFern Batie)
3:00-3:15 pm	Break
3:15-4:15 pm	Large Group Presentation Happy Birthday, ADEA! 50 Years of Regulation - Shannon Farmer
4:15 pm	Closing Remarks

KEYNOTE ADDRESS



LaFern K. Batie, MBA, SPHR
Leadership Consulting Firm CEO
Business Strategist • Executive Coach
Professional Speaker • Author

LaFern is a business leader with practical experience who shares her insights through speaking. It is about practical application and a powerful impact that extends beyond theory or rhetoric.

Practical insight, powerful impact... That is what leaders consistently say after attending an interactive session led by business strategist and leadership development expert, LaFern Batie.

Show Me the Money: Making Dollars and Sense of Your Financial Impact

Do you know the real bottom-line financial impact that your team has on your organization? How do the people, programs, processes and systems contribute to your organization's financial viability? This interactive workshop is not about trying to mold you into a bean counter but to help you identify, enhance, measure and clearly communicate the value you and your team unquestionably add to your organization's profitability. In order to be taken seriously as a savvy business leader, your operational and financial knowledge must be solid.

Participants will:

- Gain insight to performance metrics that have the most significant financial and create a real-time strategy to execute more effectively;
- Identify, interpret and communicate key financial implications of specific HR focus areas;
- Identify eight impact areas and use them to develop a strategy that aligns with your organization's strategic plan;
- Learn how to create and share business metrics that drive solid decision-making and build credibility; and
- Develop a strategic overview process that helps leaders present their perspective in a way that connects their decisions with the organization's performance.

LARGE GROUP PRESENTATIONS

Collaborative Partnerships: HR, the Business, and the Law

(Brian D. Pedrow)

In this dynamic era of fast-changing laws and social values, HR must keep up to date and be able to interpret and apply information about the legal and regulatory environment, to contribute to the development of the organization's strategic plan. Attendees will also learn about specific actions an HR professional can take to influence the company to adjust its strategic plan to the practical impact of President Trump's administration having rolled back changes made by the Obama Administration and implementing new business-friendly legal policies to reduce the organization's risk exposure and encourage job growth. The presentation will discuss how HR can engage and inspire the workforce, including its business partners, by applying this knowledge to develop, influence, and implement strategies to manage company-wide change that aligns its business decisions with the changing laws, values, and culture, that successfully address the expectations and needs of the company, employees, and other stakeholders.

Happy Birthday, ADEA: Age Discrimination after 50 Years

(Shannon D. Farmer)

We all age, as juries are keenly aware. Unlike other anti-discrimination statutes, the ADEA applies to a much broader segment of the workforce, and as a result, the litigation risk of adverse decisions are multiplied. Yet there may be real operational challenges for employers in dealing with an aging workforce. From reductions-in-force to employer policies that may have a disparate impact on older workers, this program will examine common pitfalls and provide tips for minimizing liability risks under the ADEA.

Key Points:

- Dealing with an aging workforce
- Reductions in force and age discrimination implications
- Latest developments under the ADEA, including how court analyze age claims

BREAKOUT SESSIONS

Employee Handbooks: Top 10 Tips for Developing an Effective Handbook

(Louis L. Chodoff)

An effective employee handbook can protect your organization from litigation and be an important communication tool between you and your employees. During this program, Louis Chodoff will cover the top ten tips for developing an effective handbook and helping you avoid common litigation pitfalls. He will focus on the key policies and provisions for every handbook, such as handbook disclaimers and acknowledgements, EEO policies and processes, and leave policies. He will also help you to navigate the impact of recent NLRB rulings on workplace policies, as well as provide counsel on how train your supervisors in the consistent application of all policies to reduce the possibility of discrimination lawsuits.

Key Points:

- Key Policies and Provisions for Every Handbook
- Legal Policies
- Benefits programs
- Disclaimers and Acknowledgments
- EEO policies and processes
- Is it a contract? Do you want it to be?
- NLRB impact

Mind Your (Pay) Gap: - What Employers Need to Know About Pay Equity

(Kelly Kindig)

Recent legislation, proposed regulatory changes, and increased social pressure have made pay equity and even bigger issue for employers. In this program, Meredith Swartz Dante will discuss data reporting requirements, recent case law and legislation aimed at addressing the pay gap, and best practices for employers in executing a pay equity audit.

Key Points:

- Pay Audits
- Pay Transparency
- Disclosure and Discussion of Pay Data
- State and local laws
- New wage equity Laws and recent case developments
- EEO-1 Rules
- Trump Regulatory Freeze

NLRB Update for 2017: Back to the Future?

(Daniel V. Johns)

This session will provide an update on recent developments at the NLRB, including organizing under the new rules, continued NLRB attempts to regulate and invalidate employer handbooks and policies in the non-union workplace, and the joint employer doctrine. The session also will address what to expect once the NLRB is reconstituted with appointments from President Trump.

Key Points:

- Changing Composition of NLRB / General Counsel
 - Decisions Potentially on the Chopping Block
 - Trump Regulatory Agenda
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Employee Benefits Outlook 2018: What's Hot & What's Not

(Brian M. Pinheiro and Laura P. Heacock)

Brian Pinheiro and Laura Heacock will speak about relevant issues in the employee benefits and executive compensation world. Among the topics addressed will be the current status of the American Health Care Act and how it differs from the Affordable Care Act, a discussion of current retirement plan issues facing employers, the status of the Department of Labor's fiduciary rule, and an update on the Office of Civil Rights' HIPAA Audit Program.

Key Points:

- ObamaCare vs. TrumpCare
- Retirement Plans
- Fiduciary liability
- HIPAA audits